

### Reducing Ongoing Per Employee Costs

Employee Unit	Contract Expiration	10% Reduction		Full Time Equivalents (FTEs)
		General Fund	Total Funds	
San Jose Police Officers' Association (POA)	6/30/2010	\$24.68M	\$24.68M	1362
San Jose Fire Fighters, Local 230 (IAFF)	6/30/2009	\$13.48M	\$13.48M	739
<b>Subtotal (Subject to arbitration if no agreement)</b>		<b>\$38.16M</b>	<b>\$38.16M</b>	<b>2101</b>
Municipal Employees' Federation (MEF)	6/30/2011	\$13.04M	\$20.35M	2201
Confidential Employees' Organization (CEO)	9/17/2011	\$1.26M	\$2.64M	217
<b>Subtotal (Changes to pay/benefits require agreement of these unions to reopen contract)</b>		<b>\$14.30M</b>	<b>\$22.99M</b>	<b>2417</b>
Executive Management (Unit 99)	N/A	\$3.01M	\$4.74M	241
International Union of Operating Engineers, Local No. 3 (OE#3)	N/A	\$2.81M	\$7.42M	804
City Association of Management Personnel (CAMP)	6/30/2010	\$2.61M	\$5.59M	393
Association of Legal Professionals (ALP)	N/A	\$787.94K	\$911.15K	46
Association of Engineers and Architects (AEA)	6/30/2010	\$613.83K	\$3.32M	233
Association of Building, Mechanical and Electrical Inspectors (ABMEI)	12/10/2009	\$580.26K	\$724.06K	50
International Brotherhood of Electrical Workers, Local No. 332 (IBEW)	3/6/2010	\$441.39K	\$1.09M	80
Association of Maintenance Supervisory Personnel (AMSP)	6/30/2010	\$371.92K	\$1.07M	84
Unrepresented Non-Management	N/A	\$106.70K	\$109.07K	28
<b>Subtotal</b>		<b>\$11.32M</b>	<b>\$24.98M</b>	<b>1959</b>
<b>GRAND TOTALS:</b>		<b>\$63.78M</b>	<b>\$86.12M</b>	<b>6477</b>

**Source:** Salary and Fringe Benefit Costs by Employee Unit & Fund for the 2010-2011 Base Budget (4/1/10)